

Ministry for Women achievements for Quarter 3: 1 January to 31 March 2018

Valuing women's contribution in the labour market

Key deliverables to 30 June 2018

Progressing the pay equity and gender pay gap work.

To build women's skills, employment opportunities and contribution in the labour market we:

- worked with Stats NZ and the States Services Commission (SSC) to jointly develop draft guidelines for calculating the gender pay gap. This will be tailored for the public service and published in June 2018 (TBC)
- hosted workshops in Blenheim and Nelson to discuss the Ministry's research, *Empirical evidence of the gender pay gap in New Zealand* and the accompanying *Guidance for Employers*. This was organised in conjunction with the Marlborough and Nelson Tasman Chambers of Commerce
- partnered with Global Women Champions for Change to test existing gender pay gap calculators with New Zealand employers
- developed with SSC a strategy to eliminate the gender pay gap in the public service, and held two workshops to gather feedback with public service leaders
- contributed advice on how women and girl's perspective can be included in the development of key government initiatives including the Construction Skills and Action Plan, and the New Zealand Housing Strategy both led by the Ministry for Business, Innovation and Employment (MBIE) and the Review of the Institutes of Technology and Polytechnics led by the Ministry of Education and the Tertiary Education Commission (TEC)
- attended the PACIFICA Inc. Conference and AGM in Whangarei and reported back to the conference on Voices of the Nations project (videos made by Pacific women on their culture in New Zealand). Participated in the TEC Māori and Pacific Trades Training (MPTT) workshop to discuss the TEC evaluation of the programme and challenged them to identify opportunities for the programme to maintain a focus on growing success for women learners in 2018. This will be the focus of the Ministry's MPTT Mana Wāhine workshop in Auckland in April
- represented the Government at the Reconvened Joint Working Group on Pay Equity Principles. Worked with MBIE, SSC and Treasury to provide advice and information to Ministers regarding the recommendations of the group
- developed advice with MBIE on a range of pay equity issues.

Increasing women's representation in leadership

Key deliverables to 30 June 2018

Releasing the gender stocktake of women on state sector boards and continued focus by the state sector to increase women in these roles.

To encourage and develop women leaders we:

- completed the process to identify nominations for the 2018 Queens Birthday Honours and undertook a review of the New Year Honours List 2018. This showed 18 of our 33 nominations were recipients. This correlates to a 54% success rate. An additional five women we nominated in previous rounds were also recognised in the 2018 New Year Honours List
- collaborated with state sector agencies to provide the names of over 250 women for vacancies on state sector boards and committees
- hosted a meeting with 24 appointing agencies to promote the Nominations Service as part of initial stakeholder engagement and began work on the Nominations 'Service Offering'
- undertook a stakeholder survey on potential growth and development of the Nominations Service
- contributed to the SUPERdiverse Women and NZ Asian Leaders '#myidentity project', showcasing diverse women leaders
- provided advice on targets for women's participation on state sector boards and committees.

Increasing the safety from violence of women and girls

Key deliverables to 30 June 2018

Working on whole-of-government response to family violence and sexual violence.

To ensure women and girls are safe from violence we:

- worked with Netsafe on the release of *New Zealand teens' digital profile: A factsheet*, on teens use and attitudes towards digital technologies and online safety
- worked as a part of the cross-agency 'multi-agency team' leading the system response to family and sexual violence including continuing the development of advice to government.
- completed the final draft evaluation of the Bay of Plenty Police Collective Impact Group Family Harm Pilot in Rotorua, to inform the work of the multi-agency team, particularly on place-based integrated responses to family violence.

Showcasing New Zealand internationally

Key deliverables to 30 June 2018

Preparing for the CEDAW examination in July 2018.

To manage New Zealand's international commitments in relation to women we:

- participated in the 62nd session of the Commission on the Status of Women (CSW62). The delegation included an NGO representative for the first time in 10 years
- continued preparation for the United Nations (UN) Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) examination scheduled for 12 July 2018, including submission of a response to the List of Issues provided by the CEDAW Committee
- hosted a meeting of the International Women's Caucus on 26 February 2018
- worked on a Stats NZ and Treasury led project on wellbeing indicators to ensure they encompass the Government's response on gender equality, Goal 5 of the UN Sustainable Development Goals
- worked with the Ministry of Foreign Affairs and Trade (MFAT) on contributing to the Asia-Pacific Economic Co-operation (APEC) women's work stream, including preparations for APEC Papua New Guinea and New Zealand's host year in 2021
- worked with MFAT on a Pacific Alliance Trade and Gender Chapter, developing opportunities for international cooperation to achieve shared gender goals
- provided gendered policy advice to support Government's obligations to international bodies and treaties, including the UN Human Rights Council, the UN Permanent Forum on Indigenous Issues, the National Action Plan on UN Resolution 1325: Women, Peace and Security, the International Covenant on Economic, Social and Cultural Rights (ICESCR), and the Universal Periodic Review (UPR)
- supported New Zealand's global engagement on International Women's Day including an article for the Prime Minister to the Organisation for Economic Co-operation and Development (OECD) and the participation of the High Commissioner to the United Kingdom, Sir Jerry Mateparae, in a Commonwealth interactive panel discussion.

Organisational development

Our focus and our people

- Commenced work on developing the Ministry's People Plan.
- Helen Potiki, Director Policy, took leave to carry out her Leadership Development Centre research fellowship on flexible work practices.
- Appointed a new Director, Policy (Lis Cowey) and member of the Leadership Team. Lis will be responsible for the Safety from Violence, International and Ministerial Servicing policy work programme.

Our finances

- The financial reports to the end of December 2018 show a favourable variance of \$131,000 against our phased budgets. This is the result of deferring some expenditure until later in the year. We are expecting our final result to be a net surplus of less than \$100,000.

Our profile

- 77,615 website users, compared to 72,517 users last quarter (up 7%).
- 647 new LinkedIn members (3,618 followers at 31 March 2018).
- 396 new Twitter followers (2,508 followers as at 31 March 2018, up 18%).
- Subscribers to the e-newsletter are now 2,395, a slight decrease from last quarter.
- 789 new likes on Facebook (5,147 followers at 31 March 2018 up 19%).
- The Suffrage 125 Facebook page has a total of 1,336 followers and 1,285 likes as at 31 March 2018.
- 2015 media articles in the quarter with significant media coverage around 7-8 March for the launch of the Suffrage 125 programme and International Women's Day. Other issues covered were: pay equity, women in leadership, sexual harassment issues and the Commission on the Status of Women.

Ministerial servicing 2017-2018

Ministerial Servicing	Q2 Oct-Dec	Q3 Jan-Mar	% provided on time
Number of responses to ministerial information requests	31	45	100%
Number of draft responses to parliamentary questions	0	5	100%
Number of draft responses to ministerial correspondence	7	110	100%
Number of draft responses to ministerial OIA requests	1	10	100%
Number of responses to nomination requests	28	95	100%
Number of draft responses to ministry OIA requests	6	4	100%
Number of draft responses to international information requests (including OIAs)	15	30	100%